



MINUTES

**Elected Officers Compensation Commission
Thursday, February 19, 2015 @ 12:30 p.m.
City Hall, City Council Conference Room, 10th Floor**

CALL TO ORDER

The meeting called to order at 12:37 p.m.

ROLL CALL

Cassie Alley, Member-absent
Catherine Groll, Member
Samantha Harkins, Member-excused
Brian Huggler, Member
Liisa Speaker, Member
Edwina Marshall, Member -excused
Kurt Berryman, Member

OTHERS PRESENT

Sherrie Boak, Council Staff
Don Kulhanek, Assistant City Attorney
Elizabeth Mays, Labor Specialists
Jim Campbell, Payroll & Benefits Technician

EXCUSED ABSENCE

MOTION BY GROLL, SUPPORTED BY SPEAKER TO EXCUSE COMMISSION MEMBER MARSHALL AND COMMISSION MEMBER HARKINS. MOTION CARRIED 4-0.

APPROVAL OF MINUTES

MOTION BY COMMISSION MEMBER SPEAKER, SUPPORTED BY COMMISSION MEMBER BERRYMAN TO APPROVE THE MINUTES FROM FEBRUARY 12, 2015 AS PRESENTED. MOTION CARRIED 4-0.

APPROVAL OF AGENDA

MOTION BY COMMISSION MEMBER GROLL, SUPPORTED BY COMMISSION MEMBER BERRYMAN TO APPROVE THE AGENDA AS PRESENTED. MOTION CARRIED 4-0.

COMMUNICATIONS

Commission Member Huggler read City Council Member Washington's email regarding her support of their recommendation, then it was confirmed that the Mayor's Office, City Clerk's Office, and Council Member Wood and Council Member Houghton have confirmed their attendance at the February 23, 2015 meeting.

BUSINESS

Human Resource Presentation on Comparisons

Ms. Mays distributed a graph offering compensation comparisons from Ann Arbor, Dearborn, Flint, Grand Rapids, Lorain, Ohio; Madison, WI; Rochester, Rochester Hills, Royal Oak and Warren. The City of Lansing was noted, therefore it was confirmed the City of Lansing population is approximately 110,000. Ms. Mays also confirmed that the comparison for Council was based on only 2 meetings a month. Mr. Campbell stated to the Commission that some communities offer salary ranges, allowing those communities to change to reflect the positions.

Mr. Campbell then distributed benefit information and offered answers to the Commission questions from February 12, 2015. Part of the hand out was the benefit information for 2009 Council health insurance rates that they each paid, bi-weekly with an approximate total of \$30,876.56. This amount also includes the \$7,200 that was paid out for those that opted out of the benefit. Mr. Campbell stated it was difficult to speculate what it would cost now, because you would estimate what they would choose, and the different options, therefore he submitted the current elected officials benefit pay rate. This spreadsheet had a column added to reference what it would be for 8 council members. Mr. Campbell stated that in response to the last question, Council member that had opted out also ceased their stipend when the benefits were dropped. Commission Member Berryman asked when insurance was stopped with Council Members. Commission Member Speaker confirmed 1/1/2010.

Commission Member Berryman asked for further research on the compensation of the City Manager where it was a weak Mayor and strong City Manager. Comparisons should be Dearborn, Flint, and the Clerk comparison would be Rochester Hills and Flint. Ms. Mays stated she would attempt to have the information at the Monday, February 23, 2015 meeting.

Commission Member Speaker asked for specific amounts that were paid to Council in those areas. Mr. Campbell stated he was researching wages and salaries, then for health care. What they were given was strictly numbers per meetings, etc.

The Commission reviewed the current comparisons with what was provided in 2013, and made note that Warren, Grand Rapids and Ann Arbor are the same.

Commission Member Groll asked how many night meetings Council attends. Council staff clarified that there are currently two nights of the month with night meetings, however there are four meetings within those nights. Each year could change based on Council President. In the past Council had four night meetings, one every Monday. It was noted that Council compensation is in the middle bracket with other areas.

Commission Berryman asked for details on the benefits and if there was a reimbursement for opting out of the insurance in 2009. Mr. Campbell confirmed it was \$900 after they opted out of the six months, every six months. Mr. Berryman then asked if benefits offered an option for the Commission to offer insurance only to the Councilmember, with the option for them to purchase of their family. Mr. Campbell confirmed anything was possible to offer the options of what is currently offered to other elected officials. This could be considered as a different compensation option. Mr. Kulhanek confirmed that option could be looked at.

Commission Member Groll asked if benefits are offered to part time employees. Mr. Campbell assured the Commission only dental. The Commission briefly discussed the theory behind the cease of benefits in 2009 due to the potential Council was considered part time.

Council staff was asked and stated that the following Council Members have full time jobs outside of Council; Brown Clarke, Houghton, Washington, it could not be confirmed if Yorko was full time, and Dunbar, Boles or Wood.

The Commission asked Ms. Mays to continue pursuing the information from Dearborn.

Reports, Presentations, Commission Questions and Discussion

No reports to discuss.

Old Business

No old business to discuss.

New Business

Commission Member Groll asked the opinion of the Commission on the option of a bonus situation based on performance measures, since they might not be capable to raise a the salary, possibly consider a merit bonus, so not under the umbrella of a payroll or have to do a payroll recommendation. The Commission agreed to discuss in the future, and also ask the question to the Mayor and Clerk when they come attend.

Council staff was asked to contact Ms. Bennett, Finance Director, on an update on the revenue sharing cuts. In addition to information on inflation and cost of living.

Chairman Huggler asked the Commission for an interest in researching a base for council and review of per/meeting amounts. Ms. Speaker added that if it is discussed then information would also be needed for attendance rates.

Commission Member Comments

ITEMS UNDER SUSPENSION OF THE RULES

No discussion

OTHER

No discussion

PUBLIC COMMENT

Chairman Huggler recited the outstanding items being the additional comparison information from Payroll, information from the Finance Director on the revenue sharing and details on comparison vs the cost of living. It was also noted at the next meeting the Mayor, Clerk and Council have been formally invited to attend for their input.

ADJOURN

Adjourned at 1:30 p.m.

Respectively submitted by:

Sherrie Boak, City Council Office Manager

Approved by Committee on February 23, 2015